

## New race relations policy to affect hiring, curriculum and services

George Brown has adopted a comprehensive race and ethnic relations policy that, when fully implemented, could affect everything from who gets hired to classroom tests.

Under the policy, approved by the College's Board of Governors in early January, staff will review their own operations to ensure they contain no bias towards racial or ethnic groups.

(Complete text of the policy summary appears on page 2 of this issue.)

This review will include the entrance criteria, curriculum, teaching material, testing and assessment methods of all programs, as well as library holdings, and George Brown's hiring, staff development, and student services practices.

George Brown will also take a num-

ber of steps to ensure equal access to College programs and services, and to promote understanding and tolerance among staff, students and the community at large.

Anti-racism classes will be integrated into full-time programs, according to the 18-page policy.

The College will also set employment targets for all levels of College staff, including support staff, faculty and administrators, based on the "racial, ethnocultural and linguistic composition of the available workforce."

About 18 per cent of the Toronto-area workforce is made up of people belonging to visible minority groups or native people, while 40 per cent belong to ethnic groups other than British.

The policy sets up formal procedures

to handle complaints of racial or ethnic bias, or discrimination. Violation of this section of the policy can lead to warnings and more serious disciplinary action by the College.

Companies that provide goods or services to George Brown will be expected to "establish a commitment" to employment equity and the College's race and ethnic relations policy.

According to Maureen Hynes, who as George Brown's Multicultural Coordinator was responsible for the policy's development, the policy puts George Brown at the forefront of post-secondary institutions in taking steps to eliminate race or ethnic bias.

"In terms of colleges, and perhaps universities, we have the best (race and ethnic relations policy)."

It took two years and the participation of hundreds of staff members, students and representatives of racial and ethnic communities in Toronto to develop the policy, she says.

Now those external representatives will be keeping a close eye on George Brown to see how the policy is applied. "They're very impressed, but they're watching too," Hynes says.

No deadlines have been established for full implementation of the policy, which will be officially published in the near future.

While President Doug Light has been given ultimate responsibility for implementing the policy, individual departments in the College will have the opportunity to develop their own priorities, goals and timetables for meeting policy provisions.

According to Senior Vice-President Administration Jim Turner, the timing for implementation of certain parts of the policy will depend on the availability of both human and financial resources to carry out the mandated actions.

The progress of College staff in implementing the policy will be reported to the Board. The policy also mandates an annual College and community review of the policy's implementation.



Photo: Iana Kirby

**MILLWRIGHTS IN THE MALL** - Millwright Joe Power shows five-year-old Malinie Phete of Toronto his winning technique for assembling a multi-transmission drive. Power was one of six apprentice or journeymen millwrights from across Ontario competing in a College and Union-sponsored contest at the Gerrard Square shopping mall in January.



## Our policy is just the first step

It should come as no surprise to anyone at George Brown to find out that our college is located at the heart of the most multi-racial and multicultural area in Canada. Just a quick glance around our classrooms and cafeterias confirms this. In fact, about 75 per cent of all people belonging to visible minority groups in Ontario live in the Metro area.

For years, College staff have been working to meet the needs of our increasingly varied community. The adoption of a formal race and ethnic relations policy by the Board this month is a watershed in our continuing efforts.

This policy will focus and define our efforts for years to come. It also stands as a public and concrete symbol of our commitment to remove any barriers to full access to George Brown by any member of our community.

But the policy itself, which took two years of hard work to develop, is just a first step. We now enter a considerably longer period of implementation.

Some of the action mandated by the policy is already being carried out, and some will be easy to accomplish in a relatively short period of time; but other parts of the policy may take more time. Given the current state of College finances, parts of the policy that require large amounts of staff time or money could take several years to fully implement.

While the job of wrestling with budgets and priorities falls to a few people, everyone at George Brown has a role to play in the success of the race and ethnic relations policy.

In our day-to-day dealings with colleagues, students and the public we must be fair and helpful to all people - whatever their linguistic or cultural backgrounds. In doing so, we help to make George Brown a humane and pleasant place for all.

D. E. Light

## George Brown College Race and Ethnic Relations Policy

*The following is the complete text of the summary of George Brown's new Race and Ethnic Relations Policy, approved by the Board of Governors at their meeting on Jan. 9, 1990.*

### Statement of Principle

George Brown College affirms that the racial, ethnocultural, linguistic and religious diversity of our students, staff and community is a source of our enrichment and strength.

The College recognizes that it has a special responsibility as a post-secondary institution to develop positive values, attitudes, knowledge and practices among its students, staff, governing bodies and community, and a responsibility to ensure access and participation in all aspects of College life for members of the community.

The College acknowledges that racial, ethnocultural, linguistic and religious minorities encounter barriers to full participation in employment and education, and will eliminate these barriers.

The College will not tolerate prejudice, racism, harassment, and discrimination of any kind.

THEREFORE George Brown College undertakes the following:

**IN COMMUNITY RELATIONS**, foster a strong partnership with the College's students and actively seek out the participation, views and concerns of community members.

**IN STAFF DEVELOPMENT**, provide equitable access to staff training programs and to courses which enable staff to deal more effectively with issues of ethnocultural, racial and religious diversity in their work.

**IN EMPLOYMENT**, implement procedures in recruitment, hiring and training and promotion so that all levels of College staff reflect the racial, ethnocultural and religious diversity of the Metro community.

**IN CURRICULUM AND EXTRA-CURRICULAR ACTIVITIES**, use and develop resources that are sensitive and responsive to the ethnocultural, linguistic, racial and religious diversity of the community and which promote respect and an appreciation of difference.

**IN HANDLING INCIDENTS OF EXPRESSED BIAS AND DISCRIMINATION**, prejudice and harassment will not be tolerated, and the College will take an active role to eliminate all forms of ethnocultural, racial, or religious discrimination and bias in the College.

**IN ENTRANCE CRITERIA, ASSESSMENT AND TESTING**, promote access and success in educational programs by using unbiased assessment and testing procedures.

**IN SUPPORT SERVICES AND COUNSELLING**, play a proactive role in promoting access, participation and harmony, thus combatting racism and discrimination and assisting all students to achieve their full potential.

**IN CONTRACT COMPLIANCE**, ensure that all companies which obtain College business, and all workplaces which accept College students as placement trainees comply with the College's Race and Ethnic Relations Policy.

**IN DATA COLLECTION**, undertake and maintain on-going activities which promote the implementation of the Race and Ethnic Relations Policy, in co-operation with existing community and institutional resources.

**TO IMPLEMENT THIS POLICY**, the College has established broader policy statements, recommendations and procedures for the effective implementation and monitoring of the Policy, and will progressively provide facilitation and resources, including community input, to ensure that implementation will occur. The Board of Governors hereby designates the President to identify or establish a mechanism, which will include, on a department-by-department basis:

1. the identification of priorities in response to the Policy;
2. the setting of goals and timetables, for progressively implementing and monitoring the Policy;
3. the development of a departmental work plan in response to the departmental priorities;
4. a reporting structure to the College's Board of Governors; and
5. an annual College/community consultation to review the progress of the College in Policy implementation.

## Events

**Jan. 22 - Feb. 9** - Plumer's Dining Room features *Festival of Italian Foods*, with special menus prepared by students in the Italian Culinary Arts program. Call Plumer's at 867-2260 for more information. Molto Bene!

**Jan. 29** - Affirmative Action Advisory Committee Annual Dinner, starting at 4:30 p.m., Staff Lounge, 160 Kendal Ave. Entertainment by singer Linda Paula Nye. All welcome. Tickets \$17. Call Brenda Yip at 944-4543 or Maureen Bascombe at 944-4533.

**Jan. 30** - Blood Donor Clinic, Casa Loma Gymnasium, 9 a.m. to 4 p.m.

- Lotus 1-2-3 (computer software) training for Support Staff, 1 to 4 p.m., Room E-132, 146 Kendal Ave. This beginner course continues with sessions at the same time and place on Feb. 1, 6 and 8. An advanced session starts on Feb. 27. For information call Owen Pearce at 944-4663. Sponsored by the Computer Services Department and the Staff Training and Development Office.

**Feb. 3** - Saturday Counselling Workshop: *Stress Management*. 10 a.m. to 1 p.m., St. James Campus, 200 King St. E., Room 775. Workshop leader is Dr. Lucille Peszat. Sponsored by the Continuing Education and Marketing Division.

**Feb. 5** - Career Development and Information Workshop. 258 Adelaide St. E., 2nd Floor, 6 p.m. For information or registration call Lisa Trudel at 867-2062. Sponsored by the Continuing Education and Marketing Division and the Access Division.

**Feb. 6** - Board of Governors meeting. 500 MacPherson, Boardroom, 5 p.m. All welcome.

**Feb. 7** - Men's varsity basketball, Sheridan vs. George Brown. St. James Campus, 8 p.m.

**Feb. 8** - Support Staff Brown Bag Session: *Special Needs*. St. James Campus, 258 Adelaide St. E., Room A-201, noon to 1:30 p.m. To register call Owen Pearce at 944-4663. Sponsored by the Staff Training and Development Office.

Events continued on page 4.

## Displaced workers need more skill training: new labour rep on Board

George Brown Board member Herman Stewart knows all about working in a multicultural environment.

As business manager of the 2,200-member International Ladies Garment Workers Union (ILGWU) in Ontario, he writes for a union newsletter that is trilingual - English, Chinese and Portuguese.

"More than 90 per cent of people working in the garment industry are immigrants; many with very little English," says the Board's organized labour representative.

These people are the first to suffer when the industry falters, he says.

Understandably, Stewart is a strong advocate of retraining, re-skilling and apprenticeship training programs at colleges, particularly for older, unskilled workers.

George Brown and other Ontario colleges must continue to address these community skills training needs, he says.

"Community Outreach, English as a Second Language, and industrial skills programs, such as Power Sewing, are all positive indicators of George Brown's commitment in this direction."

Stewart says he would like to see the College expand its commitment to providing skills training for displaced workers.

"I would like to see improved access and awareness for more people



Photo: Lisa Kirby

Union executive Herman Stewart is labour representative on George Brown's Board.

through multilingual communications, increased employer support, and improved government funding for joint venture programming."

Stewart has been involved in union leadership in Ontario since 1975, first with the steel workers, then as an organizer for the ILGWU. He is currently a vice-president of the Ontario Federation of Labour, Ontario's largest union organization. As a part-time student he has earned a Business diploma at Centennial College, and a BA in Political Science at York University.

## College signage is under review

Many people find their way to a George Brown campus and then get lost.

That's the first reaction of an international signage designer hired to recommend changes to the way the College directs the public, staff and students to its rooms and services.

"I've rarely seen anything like it," says Paul Arthur of Visucom Ltd., who has designed signage for universities, cities and large institutions across Canada and the United States.

The College may be losing students who just leave after wandering through its buildings, and some staff say they spend a lot of time directing students to the right room or area, he says.

Arthur is touring College campuses and interviewing staff members from all levels as a basis for a "wayfinding" plan for George Brown.

Wayfinding, he explains, is more than just signs. It includes all the environmental elements that help people find their way in a strange place.

A preliminary wayfinding plan, to be completed in February, will be followed by a test of the new system in part of one campus.

The study is being co-sponsored by the Physical Resources and Continuing Education departments.

## Turner is Acting President

Senior Vice-President Administration Jim Turner has been appointed Acting President in the absence of Doug Light from the College due to illness. Light is expected to return to work at the end of March after recuperating from an operation.

# Names in the News

Allied Health Co-ordinator **Doug Stulla** has been promoted to Chairperson of the Allied Health and Post-Diploma Nursing Departments. Stulla, who has a BSc from the University of Waterloo and an MA in Human Kinetics from the University of Windsor, joined the College in 1976. He has taught in, and been co-ordinator of, the Fitness Instructor program.

Pipe-trade programs Co-ordinator **Doug Todd** has been appointed Chairperson of the Mechanical Engineering Department in the School of Technology and Science. The newly formed department is made up of the Metal Fabrication Department and former Mechanical Engineering Department. Other new department names have been announced: **Richard Smith** is Chair of Computer Science and Engineering; and **Bob Nicholson** is Chair of Mechanical Systems Engineering, which now includes plumbing, steam fitting and sprinkler programs.

The Human Resources Department reports the following staff changes: New support staff include: **Joe Gucciardi** in Caretaking at Casa Loma, **Antonio Henriques** in Caretaking at St. James, **Robert Johnstone** in Physical Resources at St. James, **Sandy Korotki** in Graphic Arts at St. James, **Elaine Li** in the Finance Office at 500 MacPherson, and **Florica Onceanu** in the Access Division at Casa Loma.

Internal Transfers include: **Sheila Cooper**, formerly with the Registrar's Office, is now in the Admissions Office at Kensington; **Janet Jack**, formerly with the Liaison Office, is now in the Hospitality Division at 300 Adelaide East; **Rachele Rossi**, formerly with the Admissions Office, is now in the Registrar's Office at 500 MacPherson; **John Severino** is transferred from Caretaking at St. James to Caretaking at Casa Loma; **Brenda Jay**, formerly with the Business and Industry Training Division, is now with the Health Sciences Division.

**Suzanne Clark-Bayley** of the Hearing Impaired Department is now Suzanne Clark.

**Ruth Harrison**, who for many years was secretary to Research and Planning Dean Dr. Bob Gwilliam, is retiring after 18 years with the College. Harrison was



Photo: Tina Kirby

***HURRICANE TO BLIZZARD** - More than 150 guests were entertained by Jamaican folklorist Iris Whittaker (above) at a Caribbean buffet dinner held in Plumer's on Jan. 11. The fundraiser for the hurricane Hugo stricken Glendon Hospital and Montserrat School of Nursing raised more than \$2,200. The "Whirlwind" gala blew a little luck in the direction of Clara Blizard, wife of St. James math teacher Len Blizard. She won a surprise door prize: a return trip for two to Jamaica. A \$750 donation from the West Indian Cultural Society will also go to help the school - which is twinned with George Brown's nursing department.*

active in organizing George Brown's United Way campaigns in recent years.

Leaving the College are: **Pat Bilsland**, **Douglas Chreptyk**, **Trevor Ellis**, **Neil Harrison**, **Shawn Kirkup**, **James Kormos**, **Grant Krisman**, **Maureen O'Hara**, **Angela Rose** and **Gino Rossi**.

## City College News

is a publication of the Continuing Education and Marketing Division of George Brown College at 258 Adelaide St. E., Toronto, Ontario M5A 1N1 (416) 867-2060. Editors: Jill Holroyd and Neil McGillivray. Writers: Neil McGillivray, Tina Kirby, and Lisa Trudel.

George Brown  The City College

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**Feb. 12 - A Celebration of French Food & Wine:** fundraising luncheon featuring chef Roger Verge at Plumer's. Tickets \$25. All proceeds go to Culinary Team George Brown to support their participation in the international culinary competition in Singapore this April. For information or reservations call 867-2260.

**Feb. 12 - Effective Self Defence.** St. James Campus, 5 to 7 p.m. Continues on Feb. 14, 19, and 21. Fee \$17. Call Athletics at 867-2176 for more information or to register.

**Feb. 15 - College Council meeting,** 8:45 a.m., 300 Adelaide St. E., Room 310.

**Feb. 19 - Career Development and Information Workshop.** See Feb. 5 for details.

**Feb. 21 - Wellness Day,** St. James main floor and Room 185. 10 a.m. to 3 p.m. Booths, presentations and videos. Dr. Christopher Hassell will speak on "Life Choices for Wellness" at 12:30 p.m. in Room 185. Free. All staff and students welcome. Sponsored by the Student Services Department.

**Feb. 22 - Support Staff Brown Bag Session: Preparing for the Interview.** Casa Loma, 160 Kendal, Room C318, noon to 1:30 p.m. Presented by Ann Lillipold, Manager, Employment Services. To register call Owen Pearce at 944-4663. Sponsored by the Staff Training and Development Office.

**Feb. 23 - Varsity basketball double-header,** St. James Campus. Fanshawe vs. George Brown. Women's game at 6 p.m., men's game at 8 p.m.

- **Singapore Fundraising Dinner.** Plumer's Dining Room, 300 Adelaide St. E. Featuring arctic char with champagne butter, and partridge with oyster mushrooms and port. Tickets are \$75. Proceeds go to Culinary Team George Brown. Call Terry Allen at 867-2249, for tickets or information.

**Feb. 27 - Support Staff Brown Bag Session: The Tax Clinic - Prepare your 1989 Income Tax Form.** St. James Campus, Room to be announced, noon to 1:30 p.m. To register call Owen Pearce at 944-4663. Sponsored by the Staff Training and Development Office.